



July 15, 2011

Dr. David Rasmussen  
Dean, College of Social Sciences  
0160 Bellamy Building  
MS: 2160

Dear David,

Attached please find the comments by the Faculty Senate Ad Hoc Committee Review Report on the Koch Foundation Memorandum of Understanding.

This report confirms my assessment that Florida State maintained a high level of academic integrity in the process of searching for two new faculty members in the Economics Department three years ago when the Koch Foundation MOU was signed.

The report also indicates, as I have said in my public comments, that the agreement did provide the opportunity for outside influence. Regardless of the fact that FSU acted in a manner consistent with academic principles, we should be diligent in avoiding even the appearance of undue outside influence. I have tasked Vice President Jennings to review Foundation policies and to take actions to ensure that all gift agreements adhere to our academic principles.

I would note that the Committee recommends that no additional hiring occur using the MOU unless it is modified.

In the process of gathering information about the implementation of the MOU, the Committee reflects on several areas related to faculty governance, departmental by-laws, and the faculty involvement in the development of the curriculum. These issues are not related to the language in the MOU. However, they suggest weaknesses in faculty and departmental governance that should be addressed.

July 15, 2011

Dr. David Rasmussen

Dean, College of Social Sciences 0160 Bellamy Building

MS: 2160

Dear David,

Attached please find the comments by the Faculty Senate Ad Hoc Committee Review Report on the Koch Foundation Memorandum of Understanding.

This report confirms my assessment that Florida State maintained a high level of academic integrity in the process of searching for two new faculty members in the Economics Department three years ago when the Koch Foundation MOU was signed.

The report also indicates, as I have said in my public comments, that the agreement did provide the opportunity for outside influence. Regardless of the fact that FSU acted in a manner consistent with academic principles, we should be diligent in avoiding even the appearance of undue outside influence. I have tasked Vice Presidentlennings to review Foundation policies and to take actions to ensure that all gift agreements adhere to our academic principles.

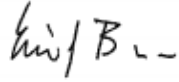
I would note that the Committee recommends that no additional hiring occur using the MOU unless it is modified.

In the process of gathering information about the implementation of the MOU. the Committee reflects on several areas related to faculty governance, departmental bylaws, and the faculty involvement in the development of the curriculum. These issues are not related to the language in the MOU. However, they suggest weaknesses in faculty and departmental governance that should be addressed.

212 Westcott Building, Florida State University, P.O. Box 5061470, Tallahassee, FL 32306-1470 Telephone  
850.644.1035 Fax 850.644.9956 <http://president.Fsu.edu/>

Please review the recommendations, and then set a time that we can meet with the new Provost so that we can review your proposed actions.

Sincerely,

A handwritten signature in black ink, appearing to read "Eric J. Barron".

Eric J. Barron  
President

CC

Provost  
Dean of Faculties  
President, Faculty Senate  
Members, Ad Hoc Committee

your proposed actions.

Sincerely,

Eric]. Barron President

Provost

Dean of Faculties

President, Faculty Senate Members, Ad Hoc Committee



July 15, 2011

Dr. Jennifer Buchanan  
Interim Dean of the Faculties  
314 Westcott Building  
MS: 1380

Dear Jennifer,

Attached please find the comments by the Faculty Senate Ad Hoc Committee Review Report on the Koch Foundation Memorandum of Understanding.

I am providing this report to you because some of the recommendations of the Committee reflect on improvements that can be implemented by the Dean of the Faculties. The two issues cited below are not related to the language in the MOU, but rather reflect faculty roles and responsibilities.

First, please refer to the body of page 7 of the report, which cites a conflict of interest between the faculty member in negotiating the agreement and the role of an active student in facilitating the agreement. This is a clear conflict of interest and it should have been revealed and then avoided. I would appreciate a review and/or greater clarity with regard to university policy on transparency and potential conflicts of interest.

Second, please refer to the section beginning at the bottom of page 7, which cites issues related to faculty responsibilities (recommendations 6 and 10). Recommendation 6 requests a change in departmental by-laws related to the supervision and staffing of courses and programs. Recommendation 10 requests a review, with the deans, of the principles of faculty responsibilities associated with the curriculum. Again, I would appreciate a review and/or greater clarity with regard to university policy on the issues raised by the Faculty Senate Ad Hoc Committee.

# FLORIDA STATE

## UNIVERSITY OFFICE of the PRESIDENT

July 15, 2011

Dr. Jennifer Buchanan Interim Dean of the Faculties 314 Westcott Building

MS: 1380

Dear Jennifer,

Attached please find the comments by the Faculty Senate Ad Hoc Committee Review Report on the Koch Foundation Memorandum of Understanding.

I am providing this report to you because some of the recommendations of the Committee reflect on improvements that can be implemented by the Dean of the Faculties. The two issues cited below are not related to the language in the MOU, but rather reflect faculty roles and responsibilities.

First, please refer to the body of page 7 of the report, which cites a conflict of interest between the faculty member in negotiating the agreement and the role of an active student in facilitating the agreement. This is a clear conflict of interest and it should have been revealed and then avoided. I would appreciate a review and/or greater clarity with regard to university policy on transparency and potential conflicts of interest.

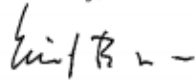
Second, please refer to the section beginning at the bottom of page 7, which cites issues related to faculty responsibilities (recommendations 6 and 10). Recommendation 6 requests a change in departmental by-laws related to the supervision and staffing of courses and programs.

Recommendation 10 requests a review, with the deans, of the principles of faculty responsibilities associated with the curriculum. Again, I would appreciate a review and/or greater clarity with regard to university policy on the issues raised by the Faculty Senate Ad Hoc Committee.

212 Westcott Building, Florida State University, P.O. Box 3061470, Tallahassee, FL 32306-1470 Telephone  
850.644.1085 Fax 850.644.9956 <http://presidentfsu.edu>

Thank you for your attention to these issues.

Sincerely,

A handwritten signature in black ink, appearing to read "Eric Barron".

Eric Barron  
President

CC

Provost  
President, Faculty Senate  
Members, Faculty Ad Hoc Committee  
Dean Rasmussen

---

Thank you for your attention to these issues.

Sincerely,

Eric Barron President

Provost

President, Faculty Senate

Members, Faculty Ad Hoc Committee Dean Rasmussen





July 15, 2011

Dr. Tom Jennings  
Vice President for  
University Advancement  
211 Westcott Building

Dear Tom,

Attached please find the comments by the Faculty Senate Ad Hoc Committee Review Report on the Koch Foundation Memorandum of Understanding.

This report confirms my assessment that Florida State maintained a high level of academic integrity in the process of searching for two new faculty members in the Economics Department three years ago when the Koch Foundation MOU was signed.

The report also indicates, as I have said in my public comments, that the agreement did provide the opportunity for outside influence. Regardless of the fact that FSU acted in a manner consistent with academic principles, we should be diligent in avoiding even the appearance of undue outside influence. For this reason, I ask you to take the following steps:

- 1) In any case where a donor wishes to provide input on academic hiring, this should be for the sole purpose of providing the donor with a level of confidence that their gift is being used in a manner consistent with the intent of the donor, and therefore, in every case,
  - a. Advisory Board membership should have a majority consisting of FSU faculty
  - b. Advisory Boards should be limited to providing review and advice
  - c. Advisory Boards should offer recommendations based on a majority vote
- 2) The MOU provided the opportunity for donor evaluation of faculty productivity. Informing donors about the accomplishments associated with their gift is an important part of good stewardship. This appears to be the intent of the Koch Foundation gift, but the MOU included language that suggested that the donor evaluation should be a part of the annual evaluation of the faculty member. This is not permitted as part of FSU's annual review process. I note that, despite the language in the MOU, outside evaluations were not entered into any faculty member's annual review. Again, the integrity of our process was maintained, but I want to ensure that future agreements enable stewardship but do not include external evaluations as part of the annual review of faculty.

a FLORIDA STATE  
UNIVERSITY  
OFFICE of the PRESIDENT

July 15, 2011

Dr. Tom Jennings

Vice President for

University Advancement

211 Westcott Building

Dear Tom,

Attached please find the comments by the Faculty Senate Ad Hoc Committee Review Report on the Koch Foundation Memorandum of Understanding.

This report confirms my assessment that Florida State maintained a high level of academic integrity in the process of searching for two new faculty members in the Economics Department three years ago when the Koch Foundation MOU was signed.

The report also indicates, as I have said in my public comments, that the agreement did provide the opportunity for outside influence. Regardless of the fact that FSU acted in a manner consistent with academic principles, we should be diligent in avoiding even the appearance of undue outside influence. For this reason, I ask you to take the following steps:

In any case where a donor wishes to provide input on academic hiring, this should be for the sole purpose of providing the donor with a level of confidence that their gift is being used in a manner consistent with the intent of the donor, and therefore, in every case,

a. Advisory Board membership should have a majority consisting of FSU  
faculty

b. Advisory Boards should be limited to providing review and advice

c. Advisory Boards should offer recommendations based on a majority  
vote

The MOU provided the opportunity for donor evaluation of faculty productivity. Informing donors about the accomplishments associated with their gift is an important part of good stewardship. This appears to be the intent of the Koch Foundation gift, but the MOU included language that suggested that the donor evaluation should be a part of the annual evaluation of the faculty member. This is not permitted as part of FSU's annual review process. I note that, despite the language in the MOU, outside evaluations were not entered into any faculty member's annual review. Again, the integrity of our process was maintained, but I want to ensure that future

agreements enable stewardship but do not include external evaluations as part of the annual review of faculty.

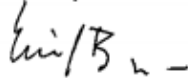
212 Westcott Building, Florida State University, P.O. Box 5061470, Tallahassee, FL 52306-1470

Telephone 850.644.1085 Fax 850.644.9956 <http://president.fsu.edu/>

- 3) An early draft of the MOU included a clause that would have effectively limited the ability of the department to select their department chair. This clause was eliminated prior to signing the MOU. However, the report expresses concern about the autonomy of chair selection. We should always take care to ensure that all elements of our academic function have autonomy.

The Faculty Senate Ad Hoc Committee also suggests a review of current processes to ensure our academic integrity. The three points above should guide the process related to academic hiring and faculty review. The report also provides recommendations related to the functions of the department and college. Although these recommendations are not in response to the MOU, the issues raised by the faculty may also be useful when considering future gift agreements.

Sincerely,



Eric J. Barron  
President

CC

Provost  
President, Faculty Senate  
Members Ad Hoc Committee  
Dean Rasmussen

limited the ability of the department to select their department chair. This clause was eliminated prior to signing the MOU. However, the report expresses concern about the autonomy of chair selection. We should always take care to ensure that all elements of our academic function have autonomy.

The Faculty Senate Ad Hoc Committee also suggests a review of current processes to ensure our academic integrity. The three points above should guide the process related to academic hiring and faculty review. The report also provides recommendations related to the functions of the department and college. Although these recommendations are not in response to the MOU, the issues raised by the faculty may also be useful when considering future gift agreements.

Sincerely,

Eric]. Barron President

Provost

President, Faculty Senate Members Ad Hoc Committee Dean Rasmussen